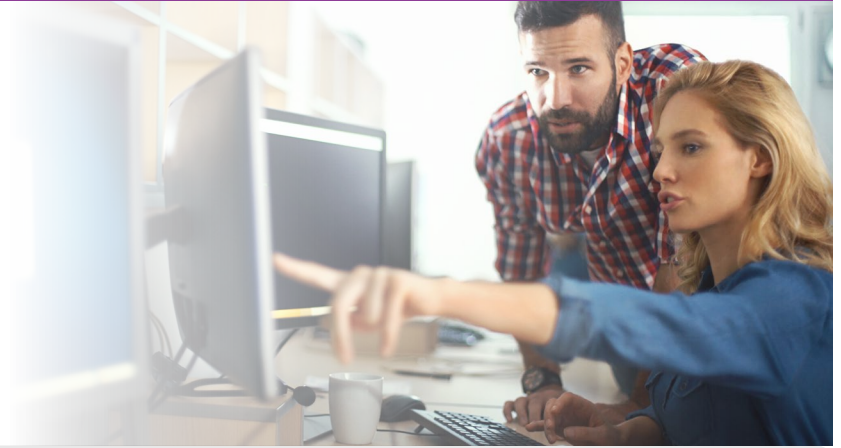




Employer ADVISOR

SPRING 2024



UNEMPLOYMENT INSURANCE: WHAT IT IS AND IS NOT

Unemployment Insurance provides payments to qualified workers who are unemployed through no fault of their own and are able, available and seeking full-time work. It is not public assistance, Social Security or a disability payment. Benefits are based upon a worker's previous earnings, not on their economic need. The funds to pay unemployment benefits are paid by employers and not deducted from wages.

Q: WHAT IS REQUIRED OF EMPLOYERS?

Utah law requires that each employee's wages must be reported each quarter with the regular quarterly contribution (tax) report. All wage and separation information and correspondence must include your unemployment insurance registration number. You must also maintain and make available records of wages and separation information on all workers for at least four (4) calendar years.

Q: HOW DO EMPLOYERS KNOW WHEN A FORMER EMPLOYEE FILES FOR UNEMPLOYMENT INSURANCE?

When an unemployment claim is filed by a former employee, the Department Workforce Services will send out a Form 606 "Notice of Claim Filed." This notice will provide an opportunity for you to report the reason for the claimant's separation and, in some cases, to request relief of potential

charges. You will also receive a Form 65 "Employer Notice of Potential Liability" showing any wages from your form being used on the claim and your firm's potential benefit costs.

Q: WHAT IF AN EMPLOYER WANTS TO MAKE ALL EMPLOYEES INDEPENDENT CONTRACTORS?

If you have classified or contemplate classifying any of your workers as "self-employed" (independent contractors), notify the Department so proper determination of their status with unemployment insurance can be made. By doing this, you may avoid unpaid contributions (tax) liabilities, interest and penalties. Additional information is available in the Employer Handbook, which you can access on the Internet at: <http://jobs.utah.gov/ui/employer/public/handbook/employerhandbook.aspx>

jobs.utah.gov


americanjobcenter®

Post your jobs online:
jobs.utah.gov/employer

Occupational wage data:
jobs.utah.gov/wi

Equal opportunity employer/programs



You can use the  function to communicate with an employer accounts expert online.



WE NEED YOUR HELP TO PREVENT FRAUD AND IDENTITY THEFT

As an employer in Utah, if you receive notification from the Utah Unemployment Insurance Division that one of your employees has filed for UI benefits DO NOT ignore it. Please follow the instructions on the form and respond by email, fax or phone. If the employee listed on the form still works for you and there has never been a break in employment, you may write that on the form and send it back. The department will review your response and address the issue accordingly. If you suspect that identity theft of your employee's personal information is the cause

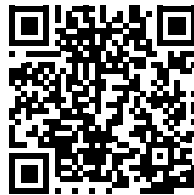
of the UI claim being filed, please report that on the form and the department will investigate the matter further. No matter the issue, a response from you is very important and prevents your company from being charged improperly for the unemployment benefits. By being cooperative in the matter, you help your employee if he/she does separate from their employment and has to file for UI benefits, as there will be a record on file to help your employee resolve the matter with the department.



PREVENT FRAUD You can fax the information to 801-526-4402, call 801-526-4400 or submit a fraud UI tip to <https://jobs.utah.gov/ui/home/Fraud/UIFraud>

PLEASE COMPLETE a brief survey to help us serve you better. Use the link below or the QR code at the right to complete the survey.

https://utconciierge.qualtrics.com/jfe/form/SV_5mX1Ieljv88kvvU



POST THE POSTER! In accordance with Section 35A-4-406(1)(b) of the Utah Employment Security Act, the Unemployment Insurance Notice to Workers poster must be permanently posted by each employer at suitable points (on bulletin boards, near time clocks, etc.) in each workplace and establishment.

Download the poster here: <https://jobs.utah.gov/ui/employer/Public/UINoticePosterEnglish.pdf>